

**Addendum to
“Evaluation of ARI Leader Assessment Measures”**

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**Research and Advanced Concepts Office
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Evaluation of ARI Leader Assessment Measures

Addendum to Final Report - Contract #MDA903-93-C-0005

Mathieu, John E., Klimoski, Richard J., Rouse, Cathy E., Marsh, Wendy M.

Instrument name: Situational Judgment Test (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 14 Lab: LW Instrument code: 103-LW

Variable: leader knowledge/conceptual abilities: tacit knowledge

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Confidence in Responses to Situational Judgment Test (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 15 Lab: LW Instrument code: 104-LW

Variable: attitudes and motives: self efficacy

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Leadership Problems Inventory (Army Leadership Questionnaire)

Developed by: ?

Project name: ECQUIP

ID: 16 *Lab:* LW *Instrument code:* 105-LW

Variable: leader skills: ability to prioritize

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Supervisor Rating Scales

Developed by: ?

Project name: ECQUIP

ID: 17 *Lab:* LW *Instrument code:* 106-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Structured Interview

Developed by: ?

Project name: ECQUIP

ID: 18 **Lab:** LW **Instrument code:** 107-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: Administrative Measure

Developed by: ?

Project name: ECQUIP

ID: 19 **Lab:** LW **Instrument code:** 108-LW

Variable: effectiveness: general leadership and managerial performance

Project purpose: predict NCO job performance

Target population: NCOs

Stage of project: collecting pilot & validation data (9/96)

Psychometrics: in progress

Potential uses: prediction

Stage of instrument development: completed

Instrument name: EAS

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 20 **Lab:** LW **Instrument code:** 109-LW

Variable: leader knowledge/conceptual abilities: verbal reasoning

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.93; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Consequences

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 21 **Lab:** LW **Instrument code:** 110-LW

Variable: leader knowledge/conceptual abilities: creative thinking capacity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.82

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 22 **Lab:** LW **Instrument code:** 111-LW

Variable: leader skills: writing skills

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.68
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 23 **Lab:** LW **Instrument code:** 112-LW

Variable: leader skills: creative writing capacity
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.57
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 24 **Lab:** LW **Instrument code:** 113-LW

Variable: leader skills: oral expression
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=.70;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

***Instrument name:* Background Data Factors**

***Developed by:* ?**

***Project name:* Junior and Senior Leadership Studies**

***ID:* 25 *Lab:* LW *Instrument code:* 114-LW**

***Variable:* leader skills: reading orientation**

***Project purpose:* predict leadership at junior and senior level**

***Target population:* 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders**

***Stage of project:* advanced**

***Psychometrics:* alpha=.67;IRR=N/A**

***Potential uses:* prediction/selection**

***Stage of instrument development:* completed**

***Instrument name:* Background Data Factors**

***Developed by:* ?**

***Project name:* Junior and Senior Leadership Studies**

***ID:* 26 *Lab:* LW *Instrument code:* 115-LW**

***Variable:* personality: problem sensitivity**

***Project purpose:* predict leadership at junior and senior level**

***Target population:* 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders**

***Stage of project:* advanced**

***Psychometrics:* alpha=.58;IRR=N/A**

***Potential uses:* prediction/selection**

***Stage of instrument development:* completed**

Instrument name: Jackson's PRF

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 27 Lab: LW Instrument code: 116-LW

Variable: personality: achievement

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.63; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Jackson's PRF

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 28 Lab: LW Instrument code: 117-LW

Variable: personality: dominance

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.67; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: California Psychological Inventory

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 29 *Lab:* LW

Instrument code: 118-LW

Variable: personality: responsibility

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .61$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 30 *Lab:* LW

Instrument code: 119-LW

Variable: attitudes and motives: social recognition

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .67$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 31 *Lab:* LW

Instrument code: 120-LW

Variable: attitudes and motives: social commitment
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha=.71$; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 32 **Lab:** LW **Instrument code:** 121-LW

Variable: personality: need for affiliation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha=.54$; IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 33 **Lab:** LW **Instrument code:** 122-LW

Variable: attitudes and motives: social alienation
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=.49;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 34 *Lab:* LW *Instrument code:* 123-LW

Variable: personality: need for approval

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.72;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 35 *Lab:* LW *Instrument code:* 124-LW

Variable: personality: extroversion/introversion

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 36 **Lab:** LW **Instrument code:** 125-LW

Variable: personality: seeing/intuiting

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 37 **Lab:** LW **Instrument code:** 126-LW

Variable: personality: thinking/feeling

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Myers-Briggs

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 38 **Lab:** LW **Instrument code:** 127-LW

Variable: personality: perceiving/judging

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: NEO Openness Scale

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 39 **Lab:** LW **Instrument code:** 128-LW

Variable: personality: openness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.85; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Block

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 40 **Lab:** LW

Instrument code: 129-LW

Variable: personality: ego resiliency

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.26; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: off the shelf

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 41 **Lab:** LW

Instrument code: 130-LW

Variable: personality: self-discipline

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.88; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 42 **Lab:** LW

Instrument code: 131-LW

Variable: personality: rigidity

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.66;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 43 **Lab:** LW **Instrument code:** 132-LW

Variable: personality: locus of control
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.69;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 44 **Lab:** LW **Instrument code:** 133-LW

Variable: personality: ego resiliency
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=.67;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 45 **Lab:** LW

Instrument code: 134-LW

Variable: personality: competitiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.73;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 46 **Lab:** LW

Instrument code: 135-LW

Variable: personality: environmental engagement

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.57;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Organizational Scenarios

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 47 **Lab:** LW **Instrument code:** 136-LW

Variable: leader skills: social judgement skills (wisdom)

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.74

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 48 **Lab:** LW **Instrument code:** 137-LW

Variable: personality : self reflectivity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.74; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 49 **Lab:** LW

Instrument code: 138-LW

Variable: personality: insightfulness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.78; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 50 **Lab:** LW

Instrument code: 139-LW

Variable: leader knowledge/conceptual abilities: good judgement

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 51 **Lab:** LW

Instrument code: 140-LW

Variable: leader knowledge/conceptual abilities: system perceptiveness
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .51$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Solution Construction Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 52 **Lab:** LW **Instrument code:** 141-LW

Variable: leader knowledge/conceptual abilities: solution construction skills
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = \text{N/A}$; IRR = .67
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Problem Solving Component Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 53 **Lab:** LW **Instrument code:** 142-LW

Variable: leader knowledge/conceptual abilities: problem solving component
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.82
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Creative Problem Solving

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 54 *Lab:* LW *Instrument code:* 143-LW

Variable: leader knowledge/conceptual abilities: creative problem solving

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A;IRR=.82

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 55 *Lab:* LW *Instrument code:* 144-LW

Variable: leader behaviors: troubleshooting

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.75;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 56 *Lab:* LW *Instrument code:* 145-LW

Variable: leader behaviors: planning under ambiguity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .64$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 57 *Lab:* LW *Instrument code:* 146-LW

Variable: leader behaviors: monitors

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .54$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 58 **Lab:** LW **Instrument code:** 147-LW

Variable: leader behaviors: information gathering

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha=.52$; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 59 **Lab:** LW **Instrument code:** 148-LW

Variable: leader knowledge: selection of solutions components

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha=.60$; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 60 **Lab:** LW **Instrument code:** 149-LW

Variable: leader skills: interpersonal perceptiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .86$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 61 **Lab:** LW **Instrument code:** 150-LW

Variable: leader skills: social adroitness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .56$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 62 **Lab:** LW **Instrument code:** 151-LW

Variable: leader skills: harmony facilitation

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.56;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Background Data Factors

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 63 **Lab:** LW **Instrument code:** 152-LW

Variable: personality: behavioral flexibility
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.62;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 64 **Lab:** LW **Instrument code:** 153-LW

Variable: individual resource variables: leader expertise
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced

Psychometrics: alpha=N/A;IRR=.56
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Task Sort

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 65 **Lab:** LW **Instrument code:** 154-LW

Variable: leader knowledge/conceptual abilities: understanding leadership as problem
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.91
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: General Intelligence

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 66 **Lab:** LW **Instrument code:** 155-LW

Variable: leader knowledge/conceptual abilities: general intelligence
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.88-.94;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Creativity and Divergent Thinking

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 67 **Lab:** LW **Instrument code:** 156-LW

Variable: leader knowledge/conceptual abilities: creativity and divergent thinking

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: IRR=.62-.83

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Cognitive Complexity

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 68 **Lab:** LW **Instrument code:** 157-LW

Variable: leader knowledge/conceptual abilities: cognitive complexity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.38; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Achievement Motive

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 69 ***Lab:*** LW ***Instrument code:*** 158-LW

Variable: leader knowledge/conceptual abilities: general intelligence/ Attitudes and

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.60; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Need for Dominance

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 70 ***Lab:*** LW ***Instrument code:*** 159-LW

Variable: personality: need for dominance

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.82; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 71 ***Lab:*** LW ***Instrument code:*** 160-LW

Variable: personality: openness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.80;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 72 **Lab:** LW

Instrument code: 161-LW

Variable: personality: rigidity

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70;IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 73 **Lab:** LW

Instrument code: 162-LW

Variable: personality: consideration

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders

Stage of project: advanced
Psychometrics: alpha=.69;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 74 **Lab:** LW **Instrument code:** 163-LW

Variable: personality: tolerance for stress
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=.86;IRR=N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 75 **Lab:** LW **Instrument code:** 164-LW

Variable: leader knowledge/conceptual abilities: creative problem solving
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors;2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: alpha=N/A;IRR=.62-.79
Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name:

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 76 **Lab:** LW **Instrument code:** 165-LW

Variable: leader knowledge/conceptual abilities: solution definition

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=N/A; IRR=.63-.73

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Interactional Competencies

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 77 **Lab:** LW **Instrument code:** 166-LW

Variable: personality: behavioral flexibility

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.70; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Interactional Competencies

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 78 **Lab:** LW **Instrument code:** 167-LW

Variable: leader skills: interpersonal skills

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .58$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Reasoning Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 79 **Lab:** LW **Instrument code:** 168-LW

Variable: leader skills: social perceptiveness

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: $\alpha = .84$; IRR = N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 80 **Lab:** LW **Instrument code:** 169-LW

Variable: individual resource variables: wisdom

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: IRR=.55-.69

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 81 **Lab:** LW **Instrument code:** 170-LW

Variable: leader knowledge/conceptual abilities: good judgement under certainty

Project purpose: predict leadership at junior and senior level

Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders

Stage of project: advanced

Psychometrics: alpha=.46; IRR=N/A

Potential uses: prediction/selection

Stage of instrument development: completed

Instrument name: Social Judgment Skills

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 82 **Lab:** LW **Instrument code:** 171-LW

Variable: leader knowledge/conceptual abilities: systems perceptiveness

Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .74$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: General Leadership Performance (GLP)

Developed by: ?

Project name: Junior and Senior Leadership Studies

ID: 83 **Lab:** LW **Instrument code:** 172-LW

Variable: effectiveness: general leadership performance
Project purpose: predict leadership at junior and senior level
Target population: 1st line civilian supervisors; 2nd lieutenant to colonel; civilian leaders
Stage of project: advanced
Psychometrics: $\alpha = .78$; IRR = N/A
Potential uses: prediction/selection
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 84 **Lab:** TT **Instrument code:** 43-TT

Variable: attitudes and motives: duty motivation
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 85 **Lab:** TT **Instrument code:** 44-TT

Variable: leader behaviors: team work
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 86 **Lab:** TT **Instrument code:** 45-TT

Variable: leader behaviors: consideration for others
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 87 **Lab:** TT **Instrument code:** 46-TT

Variable: leader behaviors: planning and organizing

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 88 **Lab:** TT **Instrument code:** 47-TT

Variable: leader behaviors: supervising

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 89 **Lab:** TT **Instrument code:** 48-TT

Variable: leader knowledge/conceptual abilities: decision making

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 90 **Lab:** TT **Instrument code:** 49-TT

Variable: individual resource variables: military bearing

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets

Stage of project: construct validity

Psychometrics: correlations between raters (peer, subordinate, supervisor)

Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 91 **Lab:** TT **Instrument code:** 50-TT

Variable: leader behaviors: influencing others
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 92 **Lab:** TT **Instrument code:** 51-TT

Variable: attitudes and motives: professional ethics
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 93 **Lab:** TT **Instrument code:** 52-TT

Variable: leader behaviors: delegating
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets

Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 94 **Lab:** TT **Instrument code:** 53-TT

Variable: leader behaviors: developing subordinates
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development
Stage of instrument development: completed

Instrument name: Cadet Performance Report (CPR)

Developed by: U.S. Military Academy

Project name: Leadership Behavior Rating System

ID: 95 **Lab:** TT **Instrument code:** 54-TT

Variable: leader skills: oral/written communication
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets
Stage of project: construct validity
Psychometrics: correlations between raters (peer, subordinate, supervisor)
Potential uses: evaluation and development

Stage of instrument development: completed

Instrument name: Military Scenarios

Developed by: ?

Project name: MRI Exercises

ID: 96 **Lab:** TT **Instrument code:** 55-TT

Variable: leader knowledge/conceptual abilities: problem construction

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Problem Solving Processes Inventory

Developed by: ?

Project name: MRI Exercises

ID: 97 **Lab:** TT **Instrument code:** 56-TT

Variable: leader knowledge/conceptual abilities: problem solving processes

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Organizational Scenarios

Developed by: ?

Project name: MRI Exercises

ID: 98 **Lab:** TT **Instrument code:** 57-TT

Variable: leader skills: social judgement skills

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Alternate Headlines

Developed by: ?

Project name:

ID: 99 **Lab:** TT **Instrument code:** 58-TT

Variable: leader skills: alternate headlines (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Consequences

Developed by: ?

Project name:

ID: 100 **Lab:** TT **Instrument code:** 59-TT

Variable: leader knowledge/conceptual abilities: consequences (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Leader Performance Rating Form (criteria only)

Developed by: TT lab

Project name:

ID: 101 **Lab:** TT **Instrument code:** 60-TT

Variable: effectiveness: exclusively rating criteria

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Logic Problems

Developed by: ?

Project name:

ID: 102 **Lab:** TT **Instrument code:** 61-TT

Variable: leader knowledge/conceptual abilities: logic problems (?)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Mental Rotation Test (MRT)

Developed by: ?

Project name:

ID: 103 **Lab:** TT **Instrument code:** 62-TT

Variable: leader knowledge/conceptual abilities: MRT (mental flexibility)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets and unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ?

Potential uses: predictor of leadership

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 104 **Lab:** TT **Instrument code:** 10-TT

Variable: leader behaviors: charisma (One of four transformational/transactional

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 105 **Lab:** TT **Instrument code:** 11-TT

Variable: leader behaviors: inspirational motivation (One of four transformational

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 106 **Lab:** TT **Instrument code:** 12-TT

Variable: leader behaviors: intellectual stimulation (One of four transformational/t

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 107 **Lab:** TT **Instrument code:** 13-TT

Variable: leader behaviors: individualized consideration (One of four transformat

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 108 **Lab:** TT **Instrument code:** 14-TT

Variable: effectiveness: effectiveness (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 109 *Lab:* TT *Instrument code:* 15-TT

Variable: attitudes and motives: extra effort (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 110 *Lab:* TT *Instrument code:* 16-TT

Variable: effectiveness: satisfaction (Not part of theory, built in criteria)

Project purpose: evaluation and development of leadership behaviors

Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 111 *Lab:* TT *Instrument code:* 17-TT

Variable: leader behaviors: management by exception active/passive
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 112 **Lab:** TT **Instrument code:** 18-TT

Variable: leader behaviors: laissez-faire
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders
Stage of project: construct validity/generalization to other samples
Psychometrics: ? for sample
Potential uses: assessment and development
Stage of instrument development: completed

Instrument name: Multifactor Leadership Questionnaire (MLQ)

Developed by: Bass & Avolio

Project name: MLQ

ID: 113 **Lab:** TT **Instrument code:** 19-TT

Variable: leader behaviors: contingent reward
Project purpose: evaluation and development of leadership behaviors
Target population: West Point Cadets, Tacs and Unit leaders

Stage of project: construct validity/generalization to other samples

Psychometrics: ? for sample

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Breadth of Perspective Interview

Developed by: Lahey et al. (1988); Robert Kegan

Project name: Subject-Object Interview (SOI)

ID: 114 **Lab:** TT **Instrument code:** 20-TT

Variable: leader knowledge/conceptual abilities: breadth of perspective

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 115 **Lab:** TT **Instrument code:** 21-TT

Variable: leader knowledge/conceptual abilities: work capacity level

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 117 ***Lab:*** TT ***Instrument code:*** 22-TT

Variable: leader knowledge/conceptual abilities: concept formation task

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Conceptual Work Capacity Interview/ Career Path Appreciation (CPA)

Developed by: Stamp (1986)

Project name: Subject-Object Interview (SOI)

ID: 118 ***Lab:*** TT ***Instrument code:*** 23-TT

Variable: individual resource variable: work history

Project purpose: finds structure in way individuals make meaning of experiences

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 119 **Lab:** TT **Instrument code:** 24-TT

Variable: leader knowledge/conceptual abilities: assertive processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 120 **Lab:** TT **Instrument code:** 25-TT

Variable: leader knowledge/conceptual abilities: serial processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 121 **Lab:** TT

Instrument code: 26-TT

Variable: leader knowledge/conceptual abilities: cumulative processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Thinking Process Interview

Developed by: Jaques and Clement (1991)

Project name: Subject-Object Interview (SOI)

ID: 122 **Lab:** TT

Instrument code: 27-TT

Variable: leader knowledge/conceptual abilities: parallel processing

Project purpose: assess conceptual work capacity

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Instructor ratings

Developed by: ?

Project name: Instructor ratings

ID: 123 **Lab:** TT

Instrument code: 28-TT

Variable: effectiveness: strategic thinking skills; officer potential; peer popularity

Project purpose: convergent discriminative validity of SOI

Target population: West Point Cadets, Tacs

Stage of project: replication

Psychometrics:

Potential uses: assessment and development

Stage of instrument development: completed

Instrument name: Battalion Command Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 124 **Lab:** TT **Instrument code:** 29-TT

Variable: leader behaviors: communicating a vision; establishing climate or develop

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms to use in validation study

Psychometrics:

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: Company Commander Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 129 **Lab:** TT **Instrument code:** 34-TT

Variable: leader behaviors: caring for soldiers through task completion; prioritizing

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms used in validation study

Psychometrics:

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: Platoon Leader Tacit Knowledge

Developed by: Leader Development Research Unit

Project name: Tacit Knowledge for Military Leadership (TKMLI)

ID: 134 ***Lab:*** TT ***Instrument code:*** 39-TT

Variable: attitudes and motives: acquiring confidence in interpersonal skills; definin

Project purpose: application of tacit knowledge to leader development

Target population: West Point Cadets, Unit Leaders

Stage of project: profile development study for norms used in validation study

Psychometrics: in progress

Potential uses: leader development and training the trainer

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 138 ***Lab:*** TT ***Instrument code:*** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 139 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 140 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 141 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 142 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence

Project purpose: measure leadership to improve performance in army units

Target population: Units

Stage of project: prediction of unit performance

Psychometrics:

Potential uses: determine and predict small group effectiveness through enhancement of l

Stage of instrument development: completed

Instrument name: LBDQ subscale

Developed by: Off the shelf LBDQ XII

Project name: Measuring Leadership, Motivation and Cohesion among US Army Soldiers

ID: 143 **Lab:** TT **Instrument code:** 178-FM

Variable: leader behaviors: upward influence
Project purpose: measure leadership to improve performance in army units
Target population: Units
Stage of project: prediction of unit performance
Psychometrics:
Potential uses: determine and predict small group effectiveness through enhancement of l
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 144 **Lab:** TT/PT **Instrument code:** 179-PT

Variable: leader behaviors: planning
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 145 **Lab:** TT/PT **Instrument code:** 180-PT

Variable: leader knowledge/conceptual abilities: decision making
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 146 **Lab:** TT/PT **Instrument code:** 181-PT

Variable: leader behaviors: innovation

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 147 **Lab:** TT/PT **Instrument code:** 182-PT

Variable: followers: trust in subordinate

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 148 **Lab:** TT/PT **Instrument code:** 183-PT

Variable: leader skills: communication

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 149 **Lab:** TT/PT **Instrument code:** 184-PT

Variable: leader behaviors: teaching/counseling

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 150 **Lab:** TT/PT **Instrument code:** 185-PT

Variable: personality: boldness

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 151 **Lab:** TT/PT **Instrument code:** 186-PT

Variable: leader behaviors: soldiers/team development

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 152 **Lab:** TT/PT

Instrument code: 187-PT

Variable: leader behaviors: supervision

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 153 **Lab:** TT/PT

Instrument code: 188-PT

Variable: personality: flexibility

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 154 **Lab:** TT/PT

Instrument code: 189-PT

Variable: leader behaviors: motivate subordinate

Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 155 **Lab:** TT/PT **Instrument code:** 190-PT

Variable: attitudes and motives: initiative
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed
Psychometrics:
Potential uses: leader development system
Stage of instrument development: completed

Instrument name: OC Mission Level Cards

Developed by: ?

Project name: Leader Performance Measurement

ID: 156 **Lab:** TT/PT **Instrument code:** 191-PT

Variable: leader skills: technical/tactical
Project purpose: identify leadership performance
Target population: Platoon Leader; Platoon Sergeant
Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 162 ***Lab:*** TT/PT ***Instrument code:*** 192-PT

Variable: effectiveness: task outcomes

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 163 ***Lab:*** TT/PT ***Instrument code:*** 193-PT

Variable: effectiveness: adherence to procedure

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Task Outcomes

Developed by: ?

Project name: Leader Performance Measurement

ID: 164 **Lab:** TT/PT **Instrument code:** 194-PT

Variable: effectiveness: performance

Project purpose: identify leadership performance

Target population: Platoon Leader; Platoon Sergeant

Stage of project: Completed

Psychometrics:

Potential uses: leader development system

Stage of instrument development: completed

Instrument name: Attribute Identification

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 165 **Lab:** SH **Instrument code:** 63-SH

Variable: leader skills: attribute identification

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Relationship Identification

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 166 *Lab:* SH

Instrument code: 64-SH

Variable: leader skills: relationship identification

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Free Association

Developed by: Halpin

Project name: Critical Thinking/Tactical Knowledge

ID: 167 *Lab:* SH

Instrument code: 65-SH

Variable: leader skills: free association

Project purpose: estimate level of tactical domain knowledge

Target population: Army CA and CS officers; rank: lieutenant through lieutenant-colonel

Stage of project: instrument development

Psychometrics:

Potential uses: assessment of ability to apply factual and procedural knowledge

Stage of instrument development: analyzing protocols

Instrument name: Varwars

Developed by: Halpin

Project name: Varwars

ID: 168 *Lab:* SH

Instrument code: 66-SH

Variable: training and development: leader behavior
Project purpose: leadership and group decision making
Target population: Combined Arms and Services Staff School; Army Management Staff College
Stage of project: in use
Psychometrics:
Potential uses: training and development
Stage of instrument development: in use

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 169 **Lab:** SH **Instrument code:** 67-SH

Variable: leader knowledge/conceptual abilities: political sensibility

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 170 **Lab:** SH **Instrument code:** 68-SH

Variable: leader knowledge/conceptual abilities: long term perspective

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 171 *Lab:* SH

Instrument code: 69-SH

Variable: leader knowledge/conceptual abilities: quick study perspective

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 172 *Lab:* SH

Instrument code: 70-SH

Variable: leader knowledge/conceptual abilities: complex understanding

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Conceptual Skills/Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 173 *Lab:* SH

Instrument code: 71-SH

Variable: leader knowledge/conceptual abilities: conceptual flexibility

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 174 *Lab:* SH

Instrument code: 72-SH

Variable: leader behaviors: empowering subordinates

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 175 **Lab:** SH **Instrument code:** 73-SH

Variable: attitudes and motives: strong work ethic

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 176 **Lab:** SH **Instrument code:** 74-SH

Variable: attitudes and motives: personal objectivity

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 177 **Lab:** SH

Instrument code: 75-SH

Variable: operational environment: team performance facilities

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Positive Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 178 **Lab:** SH

Instrument code: 76-SH

Variable: attitudes and motives: personal toughness

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 179 **Lab:** SH

Instrument code: 77-SH

Variable: leader skill: technical incompetence

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 180 **Lab:** SH

Instrument code: 78-SH

Variable: attitudes and motives: explosive/abusive

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 181 **Lab:** SH

Instrument code: 79-SH

Variable: attitudes and motives: arrogant/self-serving/unethical

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 182 **Lab:** SH

Instrument code: 80-SH

Variable: leader behaviors: rigid/micro-management

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Negative Attributes

Developed by: ARI, AWC, ICAF

Project name: Strategic Leader Development Inventory

ID: 183 **Lab:** SH

Instrument code: 81-SH

Variable: leader behaviors: inaccessible

Project purpose: assessment inventory

Target population:

Stage of project:

Psychometrics:

Potential uses: assessment

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 184 **Lab:** SH

Instrument code: 82-SH

Variable: leader behaviors: interpersonal focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.37; Spearman=.68

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 185 **Lab:** SH

Instrument code: 83-SH

Variable: leader behaviors: team focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.40; Spearman=.71

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Supervisory Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 186 ***Lab:*** SH

Instrument code: 84-SH

Variable: leader behaviors: mission focus

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.42; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 187 ***Lab:*** SH

Instrument code: 85-SH

Variable: leader knowledge/conceptual abilities: problem solving skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.48; Spearman=.74

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 188 ***Lab:*** SH

Instrument code: 86-SH

Variable: leader knowledge/conceptual abilities: knowledge

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.54; Spearman=.78

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Tactical and Technical Competence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 189 **Lab:** SH

Instrument code: 87-SH

Variable: leader behaviors: planning/organizational skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.47; Spearman=.73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Political Skills

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 190 **Lab:** SH

Instrument code: 88-SH

Variable: leader skill: political skills

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.48; Spearman=.73

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Ethics

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 191 ***Lab:*** SH ***Instrument code:*** 89-SH

Variable: attitudes and motives: ethics

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.51; Spearman=.76

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Communication Influence

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 192 ***Lab:*** SH ***Instrument code:*** 90-SH

Variable: leader behavior: communication/ influence

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.45; Spearman=.71

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Social Maturity

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 193 *Lab:* SH

Instrument code: 91-SH

Variable: individual resources: social maturity

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.42; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Self-centeredness

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 194 *Lab:* SH

Instrument code: 92-SH

Variable: attitudes and motives: self centeredness

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.43; Spearman=.69

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: Compulsive Behavior

Developed by: Halpin

Project name: Leader Azimuth Check

ID: 195 **Lab:** SH

Instrument code: 93-SH

Variable: personality: compulsion

Project purpose: self-development through diagnostic feedback

Target population: captains

Stage of project:

Psychometrics: Alpha=.26; Spearman=.48

Potential uses: assessing leadership potential

Stage of instrument development:

Instrument name: The Modern Sexism Scale

Developed by: Janet Swim et al. (1995)(JPSP, 68)

Project name: General Attitude Scale

ID: 196 **Lab:** SH

Instrument code: 94-SH

Variable: attitudes and motives: sexism

Project purpose: assess general attitudes

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: Alpha=.75-.84 (Swim)

Potential uses: assess modern sexism

Stage of instrument development: completed

Instrument name: The Modern Racism Scale

Developed by: McConahay et al. (1981) (J.Conflict Resolution, 25)

Project name: General Attitude Scale

ID: 197 **Lab:** SH

Instrument code: 95-SH

Variable: attitudes and motives: racism

Project purpose: assess general attitudes

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: Alpha=.81-.86 (McConahay)

Potential uses: assess modern racism

Stage of instrument development: completed

Instrument name: ARI General Attitude Items

Developed by: ARI

Project name: General Attitude Scale

ID: 198 **Lab:** SH

Instrument code: 96-SH

Variable: attitudes and motives: general attitudes

Project purpose: assess attitudes concerning treatment of women and blacks within the arm

Target population: various branches of the Army and National Guard

Stage of project: in use

Psychometrics: not available

Potential uses: assess attitudes about leader effectiveness

Stage of instrument development: completed

Instrument name: Interpersonal Skills Important to Leadership

Developed by:

Project name: Self and Peer Q-Sort

ID: 199 **Lab:** SH

Instrument code: 97-SH

Variable: leader skill: interpersonal skill important to leadership

Project purpose: rating

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Technical/Professional Competence

Developed by:

Project name: Self and Peer Q-Sort

ID: 200 *Lab:* SH *Instrument code:* 98-SH

Variable: leader skill: technical/professional competence

Project purpose: rating

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Learning Tactics Inventory

Developed by: CCL

Project name: Learning Tactics Inventory

ID: 201 *Lab:* SH *Instrument code:* 99-SH

Variable: leader knowledge/conceptual abilities: learning tactics (action, thinking, fe

Project purpose: tactics used in challenging situations

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.84

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Creation of Context for Learning

Developed by: CCL

Project name: Prospector

ID: 202 **Lab:** SH

Instrument code: 100-SH

Variable: operational environment: seven scales creation of context for learning

Project purpose: develop better learners

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.89

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Engagement in Opportunities to Learn

Developed by: CCL

Project name: Prospector

ID: 203 **Lab:** SH

Instrument code: 101-SH

Variable: operational environment: 4 scales engages in opportunities

Project purpose: develop better learners

Target population: Combined Arms and Service Staff School - students

Stage of project:

Psychometrics: Alpha=.76-.89

Potential uses: developmental

Stage of instrument development: norms developed, instrument retranslation to army setting

Instrument name: Impression Management Scale

Developed by:

Project name: Impression Management

ID: 204 **Lab:** SH

Instrument code: 102-SH

Variable: attitudes and motives: self monitoring

Project purpose:

Target population:

Stage of project:

Psychometrics:

Potential uses:

Stage of instrument development:

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 205 **Lab:** PG

Instrument code: 1-PG

Variable: effectiveness: performance

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 206 ***Lab:*** PG

Instrument code: 2-PG

Variable: effectiveness: support

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 207 ***Lab:*** PG

Instrument code: 3-PG

Variable: personality: integrity

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Special Forces Command

Developed by: PG

Project name: Special Forces

ID: 208 ***Lab:*** PG

Instrument code: 4-PG

Variable: operational environment: adequate supplies and equipment

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFQC Peer Evaluation

Developed by: PG

Project name: Special Forces

ID: 209 **Lab:** PG **Instrument code:** 5-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: SFAS Peer Ranking

Developed by: PG

Project name: Special Forces

ID: 210 **Lab:** PG **Instrument code:** 6-PG

Variable: leader behaviors: planning, directing, coordination

Project purpose: development

Target population: Special Forces Commander

Stage of project: in use

Psychometrics:

Potential uses: developmental

Stage of instrument development: completed

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 211 **Lab:** PG

Instrument code: 7-PG

Variable: personality: locus of control

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 212 **Lab:** PG

Instrument code: 8-PG

Variable: personality: Parker Adjective List

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Survey of Q Course Students

Developed by:

Project name: Special Forces

ID: 213 ***Lab:*** PG

Instrument code: 9-PG

Variable: personality: other biodata

Project purpose: predict leadership

Target population: Q Course students

Stage of project:

Psychometrics:

Potential uses: predict leadership

Stage of instrument development:

Instrument name: Job Involvement

Developed by:

Project name: Motivational "Contagion"

ID: 214 ***Lab:*** TT

Instrument code: 195-TT

Variable: attitudes and motives: job involvement

Project purpose: examine the influence of leader job involvement on subordinates' involve

Target population: secondary analysis of Army squad leaders and squad members

Stage of project: completed

Psychometrics: alpha=.78 (squad members); alpha=.74 (squad leaders); repeated measure

Potential uses: positively motivating subordinates

Stage of instrument development: completed

Instrument name: Officer Training Requirements Questionnaire

Developed by:

Project name: Junior Officer Training Needs

ID: 215 **Lab:** LW **Instrument code:** 196-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: Army officers and enlistees

Stage of project: completed

Psychometrics: Spearman rank order correlation between officers and enlistees=.68

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Training and Education Appraisal Review

Developed by:

Project name: Junior Officer Training Needs

ID: 216 **Lab:** LW **Instrument code:** 197-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: recently commissioned officers

Stage of project: completed

Psychometrics:

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Field Interview

Developed by:

Project name: Junior Officer Training Needs

ID: 217 **Lab:** LW

Instrument code: 198-LW

Variable: operational environment: training needs

Project purpose: assess training needs of junior level officers; specifically leadership skills

Target population: Army officers and enlistees

Stage of project: completed

Psychometrics:

Potential uses: design and development of precommissioning training programs (e.g., RO

Stage of instrument development: completed

Instrument name: Leadership Competence

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 218 **Lab:** TT

Instrument code: 199-TT

Variable: leader skill: leader competence

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Leader Experience

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 219 **Lab:** TT

Instrument code: 200-TT

Variable: individual resource variables: leader experience/tenure

Project purpose: how unit conditions impact leadership competence-unit performance relati
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha range: .86-.96
Potential uses: assess platoon conditions and effects on leadership
Stage of instrument development: completed

Instrument name: Leader Stress with Supervisor

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 220 **Lab:** TT **Instrument code:** 201-TT

Variable: operational environment: leader stress with supervisor

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Member Support for Leader

Developed by:

Project name: Impact of Leader Competence and Platoon Conditions on Platoon Performance

ID: 221 **Lab:** TT **Instrument code:** 202-TT

Variable: operational environment: subordinate support of leader

Project purpose: how unit conditions impact leadership competence-unit performance relati

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha range: .86-.96

Potential uses: assess platoon conditions and effects on leadership

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 222 **Lab:** TT

Instrument code: 203-TT

Variable: leader behaviors: planning

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 223 **Lab:** TT

Instrument code: 204-TT

Variable: leader behaviors: soldier-team development

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Communication

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 224 **Lab:** TT **Instrument code:** 205-TT

Variable: leader behaviors: communication

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Supervision

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 225 **Lab:** TT **Instrument code:** 206-TT

Variable: leader behaviors: supervision

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Initiative

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 226 ***Lab:*** TT

Instrument code: 207-TT

Variable: personality: initiative

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Leadership Effectiveness

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 227 ***Lab:*** TT

Instrument code: 208-TT

Variable: effectiveness: leadership effectiveness

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Supervision Teaching-Training

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 230 ***Lab:*** TT

Instrument code: 209-TT

Variable: leader behaviors: supervision teaching-training
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 233 **Lab:** TT **Instrument code:** 210-TT

Variable: leader behaviors: planning
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members
Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Communication

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 234 **Lab:** TT **Instrument code:** 211-TT

Variable: leader behaviors: communication
Project purpose: examine validity and usefulness of Army leadership competencies
Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed
Psychometrics: alpha: > .74
Potential uses: leadership development
Stage of instrument development: completed

Instrument name: Initiative

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 235 ***Lab:*** TT ***Instrument code:*** 212-TT

Variable: personality: initiative

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha: > .74

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Soldier-Team Development

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 236 ***Lab:*** TT ***Instrument code:*** 213-TT

Variable: leader behaviors: soldier-team development

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics: alpha: > .74

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Planning

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 237 **Lab:** TT **Instrument code:** 214-TT

Variable: leader behaviors: planning

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Preparation

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 238 **Lab:** TT **Instrument code:** 215-TT

Variable: leader behaviors: preparation

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Execution

Developed by:

Project name: Relationships of Leadership Competence with Leader and Unit Performance Effe

ID: 239 **Lab:** TT **Instrument code:** 216-TT

Variable: leader behaviors: execution

Project purpose: examine validity and usefulness of Army leadership competencies

Target population: Army platoon leaders, platoon sergeants, squad leaders, squad members

Stage of project: completed

Psychometrics:

Potential uses: leadership development

Stage of instrument development: completed

Instrument name: Job Motivation

Developed by:

Project name: Motivation and Platoon Performance at Combat Training Centers

ID: 240 **Lab:** TT **Instrument code:** 217-TT

Variable: attitudes and motives: job motivation

Project purpose: examine relationship between motivation and performance

Target population: all ranks

Stage of project: completed

Psychometrics: alpha: .77; motivation factor loadings (4 items): .46-.63

Potential uses: develop an instrument to monitor and assess soldier motivation; improving

Stage of instrument development: completed

Instrument name: Motivation

Developed by:

Project name: Motivation and Platoon Performance at Combat Training Centers

ID: 241 **Lab:** TT **Instrument code:** 218-TT

Variable: attitudes and motives: motivation

Project purpose: examine relationship between motivation and performance

Target population: all ranks

Stage of project: completed

Psychometrics: alpha: .83; motivation factor loadings (3 items): .61-.69

Potential uses: develop an instrument to monitor and assess soldier motivation; improving

Stage of instrument development: completed

Instrument name: Horizontal Bonding-Affective

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 242 **Lab:** TT **Instrument code:** 219-TT

Variable: operational environment: horizontal bonding-affective

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.86; inter-scale corr=.28-.73;construct validity corr=.55-.68

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Horizontal Bonding-Affective, Leaders

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 243 **Lab:** TT **Instrument code:** 220-TT

Variable: operational environment: horizontal bonding-affective, leaders

Project purpose: improve leadership, cohesion, and commitment of platoons and companies
Target population: infantry combat platoon soldiers
Stage of project: further validation with external measures desired; abbrev. version develop
Psychometrics: $\alpha=.82$; inter-scale $\text{corr}=.57-.85$; construct validity $\text{corr}=.55-.68$
Potential uses: leader development of cohesion within small units
Stage of instrument development: reliability, construct validity

Instrument name: Horizontal Bonding-Instrumental

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 244 **Lab:** TT **Instrument code:** 221-TT

Variable: operational environment: horizontal bonding-instrumental
Project purpose: improve leadership, cohesion, and commitment of platoons and companies
Target population: infantry combat platoon soldiers
Stage of project: further validation with external measures desired; abbrev. version develop
Psychometrics: $\alpha=.83$; inter-scale $\text{corr}=.31-.79$; construct validity $\text{corr}=.76-.86$
Potential uses: leader development of cohesion within small units
Stage of instrument development: reliability, construct validity

Instrument name: Vertical Bonding-Affective

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 245 **Lab:** TT **Instrument code:** 222-TT

Variable: operational environment: vertical bonding-affective
Project purpose: improve leadership, cohesion, and commitment of platoons and companies
Target population: infantry combat platoon soldiers
Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.91; inter-scale corr=.53-.92;construct validity corr=.73-.90

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Vertical Bonding-Instrumental

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 246 **Lab:** TT **Instrument code:** 223-TT

Variable: operational environment: vertical bonding-instrumental

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.91; inter-scale corr=.45-.92;construct validity corr=.68-.91

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, First Termer Values

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 247 **Lab:** TT **Instrument code:** 224-TT

Variable: operational environment: organizational bonding-affective, first termer va

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.95; inter-scale corr=.28-.71

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, Leader Values

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 248 **Lab:** TT

Instrument code: 225-TT

Variable: operational environment: organizational bonding-affective, leader values

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.95$; inter-scale $\text{corr}=.46-.74$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Affective, Pride

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 249 **Lab:** TT

Instrument code: 226-TT

Variable: operational environment: organizational bonding-affective, pride

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: $\alpha=.86$; inter-scale $\text{corr}=.51-.88$

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Anomie

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 250 ***Lab:*** TT

Instrument code: 227-TT

Variable: operational environment: organizational bonding-instrumental, anomie

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.82; inter-scale corr=.50-.82

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Needs

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 251 ***Lab:*** TT

Instrument code: 228-TT

Variable: operational environment: organizational bonding-instrumental, needs

Project purpose: improve leadership, cohesion, and commitment of platoons and companies

Target population: infantry combat platoon soldiers

Stage of project: further validation with external measures desired; abbrev. version develop

Psychometrics: alpha=.73; inter-scale corr=.31-.67

Potential uses: leader development of cohesion within small units

Stage of instrument development: reliability, construct validity

Instrument name: Organizational Bonding-Instrumental, Goals

Developed by:

Project name: Combat Platoon Cohesion Questionnaire

ID: 252 ***Lab:*** TT

Instrument code: 229-TT

Variable: operational environment: organizational bonding-instrumental, goals
Project purpose: improve leadership, cohesion, and commitment of platoons and companies
Target population: infantry combat platoon soldiers
Stage of project: further validation with external measures desired; abbrev. version develop
Psychometrics: $\alpha=.83$; inter-scale $\text{corr}=.50-.82$
Potential uses: leader development of cohesion within small units
Stage of instrument development: reliability, construct validity

Instrument name: LEP Instructor Insights Questionnaire

Developed by:

Project name: Leadership Enrichment Program

ID: 253 **Lab:** TT

Instrument code: 230-TT

Variable:

Project purpose: assessing the value of a cognitive skills training program

Target population: ROTC students and instructors

Stage of project: perceptions of program

Psychometrics:

Potential uses: improving officer training

Stage of instrument development:

Instrument name: LEP Student Questionnaire

Developed by:

Project name: Leadership Enrichment Program

ID: 254 **Lab:** TT

Instrument code: 231-TT

Variable:

Project purpose:

Target population:

Stage of project:

Psychometrics:

Potential uses: improving officer training

Stage of instrument development:

Instrument name: Emotional Stability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 256 **Lab:** LW **Instrument code:** 232-LW

Variable: personality: emotional stability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-emotional ($t=2.30$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Dependability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 257 **Lab:** LW **Instrument code:** 233-LW

Variable: personality: dependability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-dependability ($t=2.34$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Work Orientation

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 258 **Lab:** LW **Instrument code:** 234-LW

Variable: personality: work orientation

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-work ($t=6.12$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Dominance

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 259 **Lab:** LW **Instrument code:** 235-LW

Variable: personality: dominance

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Energy

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 260 **Lab:** LW **Instrument code:** 236-LW

Variable: personality: energy

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics: higher corr with social desirability scale than bio-energy ($t=3.51$)

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Social Desirability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 261 **Lab:** LW **Instrument code:** 237-LW

Variable: personality: social desirability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Emotional Stability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 262 **Lab:** LW

Instrument code: 238-LW

Variable: personality: emotional stability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Dependability

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 263 **Lab:** LW

Instrument code: 239-LW

Variable: personality: dependability

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Work Orientation

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 264 **Lab:** LW

Instrument code: 240-LW

Variable: personality: work orientation

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Dominance

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 265 **Lab:** LW

Instrument code: 241-LW

Variable: personality: dominance

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Bio-Energy

Developed by:

Project name: Capturing Temperament Constructs with Objective Biodata

ID: 266 **Lab:** LW

Instrument code: 242-LW

Variable: personality: energy

Project purpose: develop biodata indicators of attrition from training, leadership potential, a

Target population: USMA cadets

Stage of project: incremental validity

Psychometrics:

Potential uses: indicator of attrition and leadership ability

Stage of instrument development: incremental validity

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 267 ***Lab:*** TT ***Instrument code:*** 243-TT

Variable: leader behavior: noncontingent reward

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 268 ***Lab:*** TT ***Instrument code:*** 244-TT

Variable: leader behavior: noncontingent punishment

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 269 **Lab:** TT **Instrument code:** 245-TT

Variable: leader behavior: contingent punishment

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 270 **Lab:** TT **Instrument code:** 246-TT

Variable: leader behavior: directive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 271 **Lab:** TT

Instrument code: 247-TT

Variable: leader behavior: persuasive

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 272 **Lab:** TT

Instrument code: 248-TT

Variable: leader behavior: consultative

Project purpose: Longitudinal study of leadership and its development on a sample of candi

Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties

Psychometrics: Follower ratings alpha = .81

Potential uses: assessing the development of candidate officers

Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 273 **Lab:** TT

Instrument code: 249-TT

Variable: leader behavior: participative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 274 **Lab:** TT **Instrument code:** 250-TT

Variable: leader behavior: delegative
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 275 **Lab:** TT **Instrument code:** 251-TT

Variable: leader behavior: initiating structure
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers

Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Leadership/Management Behavior Survey (LMBS)

Developed by: Bass et al., 1975 & Avolio

Project name: LMBS

ID: 276 **Lab:** TT **Instrument code:** 252-TT

Variable: leader behavior: general consideration
Project purpose: Longitudinal study of leadership and its development on a sample of candi
Target population: VMI Candidate Officers
Stage of project: longitudinal study - psychometric properties
Psychometrics: Follower ratings alpha = .81
Potential uses: assessing the development of candidate officers
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 277 **Lab:** LW **Instrument code:** 253-LW

Variable: attitudes and motives: social recognition
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .78
Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 278 **Lab:** LW **Instrument code:** 254-LW

Variable: attitudes and motives: social commitment

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .73

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 279 **Lab:** LW **Instrument code:** 255-LW

Variable: attitudes and motives: affiliation need

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .53

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 280 **Lab:** LW **Instrument code:** 256-LW

Variable: attitudes and motives: social alienation

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .66

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 281 **Lab:** LW **Instrument code:** 257-LW

Variable: personality: self-discipline

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .88

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 282 **Lab:** LW **Instrument code:** 258-LW

Variable: personality: rigidity

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .46

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 283 **Lab:** LW **Instrument code:** 259-LW

Variable: personality: locus of control

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .59

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 284 **Lab:** LW **Instrument code:** 260-LW

Variable: leader knowledge/conceptual abilities: reading orientation (practical intell

Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: $\alpha = .65$
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 285 **Lab:** LW **Instrument code:** 261-LW

Variable: leader knowledge/conceptual abilities: planning under ambiguity (practica

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: $\alpha = .70$

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 286 **Lab:** LW **Instrument code:** 262-LW

Variable: leader knowledge/conceptual abilities: information gathering (practical int

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .66
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 287 **Lab:** LW **Instrument code:** 263-LW

Variable: leader knowledge/conceptual abilities: problem solving (practical intelligence)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .82
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 288 **Lab:** LW **Instrument code:** 264-LW

Variable: leader knowledge/conceptual abilities: interpersonal perceptiveness (social)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .84
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 289 **Lab:** LW **Instrument code:** 265-LW

Variable: leader knowledge/conceptual abilities: social adroitness (social intelligenc

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .79

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 290 **Lab:** LW **Instrument code:** 266-LW

Variable: leader knowledge/conceptual abilities: harmony facilitation (social intelli

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .65

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 291 *Lab:* LW *Instrument code:* 267-LW

Variable: leader knowledge/conceptual abilities: behavioral flexibility (social intelli

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .50

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: **Background Data Inventory (BDI)**

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 292 *Lab:* LW *Instrument code:* 268-LW

Variable: leader knowledge/conceptual abilities: insightfulness (social judgment)

Project purpose: Replication to establish construct validity and generalizability

Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation

Psychometrics: alpha = .48

Potential uses: development of army leaders

Stage of instrument development: completed

Instrument name: **Background Data Inventory (BDI)**

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 293 *Lab:* LW *Instrument code:* 269-LW

Variable: leader knowledge/conceptual abilities: self-reflectivity (social judgment)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .74
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 294 **Lab:** LW **Instrument code:** 270-LW

Variable: leader knowledge/conceptual abilities: good judgment (social judgment)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants
Stage of project: construct validation
Psychometrics: alpha = .61
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Background Data Inventory (BDI)

Developed by: ARI Research Note 86-244 (Mumford et al., 1986)

Project name: BDI

ID: 295 **Lab:** LW **Instrument code:** 271-LW

Variable: leader knowledge/conceptual abilities: systems perceptiveness (social judgment)
Project purpose: Replication to establish construct validity and generalizability
Target population: battalion commanders, company commanders, lieutenants

Stage of project: construct validation
Psychometrics: alpha = .54
Potential uses: development of army leaders
Stage of instrument development: completed

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 296 *Lab:* LW *Instrument code:* 272-LW

Variable: Leader knowledge/conceptual ability: verbal comprehension

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 2.42

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 297 *Lab:* LW *Instrument code:* 273-LW

Variable: Leader knowledge/conceptual ability: written comprehension

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 298 **Lab:** LW **Instrument code:** 274-LW

Variable: Leader knowledge/conceptual ability: verbal expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 299 **Lab:** LW **Instrument code:** 275-LW

Variable: Leader knowledge/conceptual ability: written expression

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 2.21

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 300 **Lab:** LW **Instrument code:** 276-LW

Variable: Leader knowledge/conceptual ability: definition of the problem

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 301 **Lab:** LW **Instrument code:** 277-LW

Variable: Leader knowledge/conceptual ability: fluency of ideas

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 302 **Lab:** LW **Instrument code:** 278-LW

Variable: Leader knowledge/conceptual ability: originality

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 303 **Lab:** LW **Instrument code:** 279-LW

Variable: Leader knowledge/conceptual ability: problem anticipation

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 304 **Lab:** LW **Instrument code:** 280-LW

Variable: Leader knowledge/conceptual ability: deductive reasoning

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 305 **Lab:** LW **Instrument code:** 281-LW

Variable: Leader knowledge/conceptual ability: inductive reasoning

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean above 2.5

Potential uses: assess cognitive abilities of leaders

Stage of instrument development: development of incidents

Instrument name: Critical Incidents

Developed by: MRI report 91-1 (Mumford et al., 1991)

Project name: Critical Incidence

ID: 306 **Lab:** LW **Instrument code:** 282-LW

Variable: Leader knowledge/conceptual ability: information ordering

Project purpose: Validation study on cognitive abilities of leaders

Target population: N/A

Stage of project: validation study

Psychometrics: mean 1.79
Potential uses: assess cognitive abilities of leaders
Stage of instrument development: development of incidents

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 308 **Lab:** LW **Instrument code:** 283-LW

Variable: Leader knowledge/conceptual ability: problem construction

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 309 **Lab:** LW **Instrument code:** 284-LW

Variable: Leader knowledge/conceptual ability: information encoding

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 310 **Lab:** LW **Instrument code:** 285-LW

Variable: Leader knowledge/conceptual ability: category search

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 311 **Lab:** LW **Instrument code:** 286-LW

Variable: Leader knowledge/conceptual ability: category combination

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Problem Solving Tasks

Developed by: MRI report 93-2 (Mumford et al., 1993)

Project name: Problem Solving Tasks

ID: 313 **Lab:** LW **Instrument code:** 287-LW

Variable: Leader knowledge/conceptual ability: wisdom

Project purpose: Assess leader problem skills

Target population: undergraduate students

Stage of project: incremental validity

Psychometrics: IRR range from .68 to .75

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 314 **Lab:** LW **Instrument code:** 288-LW

Variable: Leader knowledge/conceptual ability: solution construction

Project purpose: assess problem solving leadership skills

Target population: Army civilian leaders from lower, middle, and upper leadership levels

Stage of project: incremental validity

Psychometrics: IRR .68

Potential uses: assess leader problem solving skills

Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 315 **Lab:** LW **Instrument code:** 289-LW

Variable: Leader knowledge/conceptual ability: social judgement skills
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .69
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Constructed Response Exercises

Developed by: MRI report 97-1(Zaccaro et al., 1997)

Project name: Constructed Response Exercises

ID: 316 **Lab:** LW **Instrument code:** 290-LW

Variable: Leader knowledge/conceptual ability: creative problem solving
Project purpose: assess problem solving leadership skills
Target population: Army civilian leaders from lower, middle, and upper leadership levels
Stage of project: incremental validity
Psychometrics: IRR .70
Potential uses: assess leader problem solving skills
Stage of instrument development: completed

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 317 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: accuracy
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students

Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models
Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 318 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: breadth
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students
Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models
Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 319 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: depth
Project purpose: assess team, organization and vision mental models of leaders
Target population: 2nd level Lieutenant to colonel, undergraduate students
Stage of project: development of generic measure of leader mental models
Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w
Potential uses: assess mental models

Stage of instrument development: development of instruments

Instrument name: Mental Models

Developed by: MRI report 95-3 (Zaccaro et al., 1995)

Project name: Mental Models

ID: 320 **Lab:** LW **Instrument code:** 291-LW

Variable: leader knowledge/conceptual ability: organization of mental models

Project purpose: assess team, organization and vision mental models of leaders

Target population: 2nd level Lieutenant to colonel, undergraduate students

Stage of project: development of generic measure of leader mental models

Psychometrics: Average IRR .81; avg. IRR military and nonmilitary raters .51; Avg IRR w

Potential uses: assess mental models

Stage of instrument development: development of instruments